



Director of Development Services



CITY OF LONG BEACH, CA

THE COMMUNITY



Ideally located on the Pacific Ocean south of Los Angeles, adjacent to Orange County, the City of Long Beach, California (population 490,566) is frequently described as a series of strong, diverse interwoven smaller communities within a large city. Enjoying an ideal Southern California climate, Long Beach is home to an abundance of cultural and recreational options. The Long Beach Convention Center, Aquarium of the Pacific, Queen Mary and the annual Toyota Grand Prix of Long Beach, plus a wide variety of other attractions (two historic ranchos, three marinas, and five golf courses), serve to draw 5.5 million visitors a year.

The City is also home to California State University, Long Beach and Long Beach City College. Cal State Long Beach is the second largest university in the state and was recently ranked the No. 3 best-value public college in the nation. Serving the K-12 student population, the Long Beach Unified School District consistently ranks among the Top 10 urban school districts in the country.

Covering approximately 50 square miles, Long Beach is supported by a wide mix of industries with education, health and social services, manufacturing, retail trade, and professional services comprising the highest representation. Known for its livable and desirable neighborhoods, America's Promise Alliance named Long Beach as one of the 100 Best Communities for Young People two years in a row.

While it offers all the amenities of a large metropolis, many say Long Beach has the added benefit of having maintained a strong sense of community and cohesiveness despite its growth. As the fifth largest city in California, Long Beach has been referred to as the "most diverse city" in the country by *USA Today*. A superb climate, quality schools, a vibrant downtown, and a wide variety of neighborhoods help make Long Beach one of the most livable communities in the country.

CITY GOVERNMENT

Long Beach is a full-service Charter City governed by nine City Council members who are elected by district. The Mayor is elected at-large. Elected officials also include the City Attorney, City Auditor, and City Prosecutor. Elected officials are subject to a two-term limit, which allows them to serve for a maximum of eight years. The City Council appoints a City Manager to oversee the administration of 13 City departments, excluding those under the direction of a separately elected official, Board or Commission. In addition to its traditional services, Long Beach maintains one of the world's busiest seaports which serves as a leading gateway for international trade. The City also has its own full-service commercial airport and is one of only three cities in California with its own Health and Gas & Oil Departments.

Long Beach is supported by a total FY2009-10 budget of approximately \$2.5 billion, with the General Fund budget totaling \$385 million. More than 6,000 full and part-time employees support municipal operations with the majority being represented by nine unions.



DEVELOPMENT SERVICES

The Department of Development Services is organized across three Bureaus – **Planning** (Advance Planning, Current Planning, Historic Preservation), **Building** (Inspection Services, Plan Check) and **Redevelopment** (seven Project Areas and City/Redevelopment parking facilities). The Department is comprised of 112 staff members.

The Development Services Team has established a results oriented collaborative culture dedicated to providing world class customer service in the interest of *Building a Better Long Beach*. Over the last three years, the Department has undergone a series of exciting process improvements and substantial customer-focused initiatives, including establishing employee values, implementing a performance management system and new land management technology. As an example, Development Services is in the midst of implementing a new web-based permitting, code enforcement and licensing system. The new Hansen 8 system will eventually integrate Development Services, Code Enforcement, Financial Management, Health, Police, Fire and Public Works into a single system that will streamline the application process. The new Director will be expected to build upon such continuous improvement momentum and foster strong linkages between the three different bureaus.

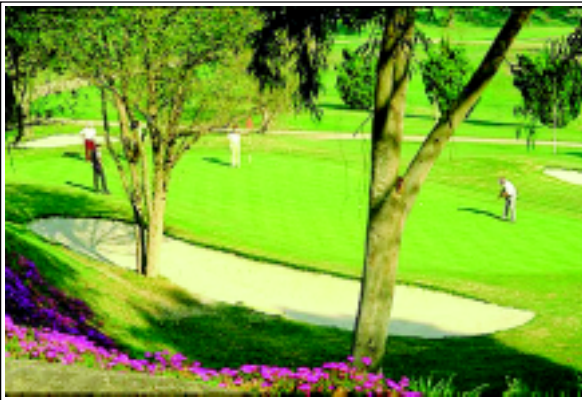
Extensive information can be found on the Department's web site: <http://lbsds.longbeach.gov>

Department Mission

The mission of Development Services is to provide exceptional services to our community, while working together to successfully build a dynamic, safe and sustainable city that honors its past while advancing toward the future.

THE IDEAL CANDIDATE

The ideal candidate will be well respected planning professional who has the capacity to be a visionary, big picture thinker, as well as respect the importance of smaller details as they relate to creating top quality communities and neighborhoods. He /she must display an entrepreneurial and resourceful nature, and have a proven history of leading change that produced tangible improvements to functions, and positive results for customers and staff. The demonstrated ability to identify opportunities and offer fresh ideas and constructive solutions will be carefully evaluated.



The ideal candidate will be a skilled manager of people who offers an optimistic, supportive, mentoring style and enjoys being engaged in the professional growth of his/her managers. He/she must also display the capacity to manage numerous large scale visible priorities with ease and enthusiasm. Uncompromising integrity will also be expected.

He/she will have an extensive track record of working effectively with elected and appointed officials as well as with all segments of a large and diverse community. Displaying a strong partnership orientation, he/she will be known for building sound relationships with other city departments, regional stakeholders and other entities that have a vested interest in the overall vitality of Long Beach and its residents.

An outstanding communicator, the individual selected will be outgoing, transparent and reveal a genuine desire to interact with an entire community. A history of applying a fair and balanced approach to representing varying interests within a community will be necessary to succeed in Long Beach. The new Director will be equally attentive to the need to communicate thoughtfully and generously within the Department, and be sensitive to the information needs of the City Manager, Mayor and City Council. To succeed in the complexity of a large urban municipality, it is critical for all department heads to be exceptionally politically astute without being political.

A minimum of seven years of increasingly responsible management experience in a similar setting is essential. Prior or current service in a community of comparable complexity will be welcomed. A Bachelor's degree in urban planning, architecture, geography, sociology, public or business administration or related discipline is required. A Master's degree in a related field and/or certification by the American Planning Institute of Certified Planners will be considered favorably.

COMPENSATION & BENEFITS

Salary is commensurate with work experience and normally near the midpoint (\$176,890). The City's compensation package also encompasses an attractive benefits package that includes:

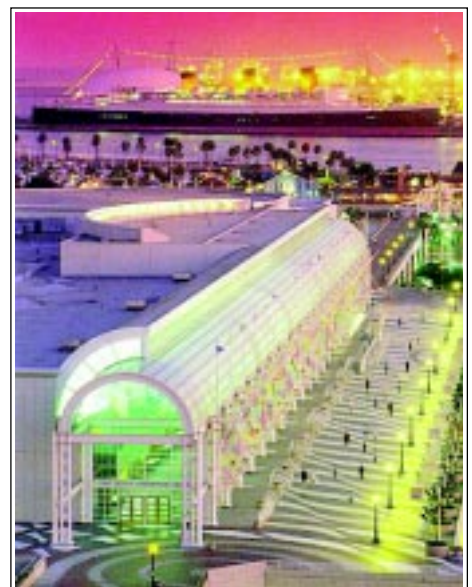
Retirement – City offers CalPERS 2.5% @ 55 plan, coordinated with Social Security. Employee contributes 2%.

Vacation – Twelve (12) days after one year of service; 15 days after four years, six months of service; 20 days after 19.5 of service.

Executive Leave – Five (5) days per year.

Sick Leave – One day earned per month; unlimited accumulation; conversion upon retirement to cash credit toward health and/or dental insurance premiums, or to pension credits.

Holidays – Nine designated holidays per year, plus four personal holidays to be used at the employee's discretion.





Auto Allowance – \$225 per month

Bereavement Leave – Three days for death or critical illness of family member, plus three days of accrued sick leave, if needed.

Health Insurance – Several plans are available: one HMO, two indemnity plan options and a point-of-service (POS) plan. The City pays major portion of the premium for employee and dependents depending on the health/dental plan selected.

Dental Insurance – Two dental plans are available for employees and dependents.

In-Hospital Indemnity – City-paid in-hospital indemnity plan for in-patient hospital stay.

Life Insurance – City-paid term life insurance policy equal to three times annual salary to a maximum of \$500,000.

Disability – City-paid short-term and long-term disability insurance.

Management Physical – Annual City-paid physical examination.

Deferred Compensation – Available through ICMA Retirement Corporation.

Visit the Long Beach website at www.longbeach.gov for additional information regarding the City's benefits.

APPLICATION & RECRUITMENT SCHEDULE

This recruitment will close at **midnight on Sunday, May 9, 2010**. To be considered for this opportunity, please upload cover letter, resume, and list of six professional references using the "Apply Now" feature on the TBC website (www.tbcrecruiting.com).



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www.tbcrecruiting.com

Following the filing deadline, candidates with the most relevant qualifications will be granted preliminary interviews by the consultants before the end of May. The City is anticipated to invite a smaller group of finalists for further interviews in late May/early June with an appointment anticipated shortly thereafter following the completion of thorough reference and background checks. References will not be contacted until the end of the process upon consultation with the selected candidate.



*The City of Long Beach is an Affirmative Action/Equal Opportunity Employer
and values diversity at all levels of the organization.*

